

'I got black points on offences committed by visiting friend'



LEGAL VIEW Ashish Mehta

My friend from India visited me in Dubai recently and rented a car. Since I live here, I submitted my details (Emirates ID, credit card, driver's licence, etc) to the car rental company. However, the rental company added my friend's name as the driver. During his stay, my friend incurred two speeding fines, which he has paid and settled with the rental company. However, I have the black points issued to my driving licence because my details were put on the rental agreement. Is there any way I can dispute this with the Roads and Transport Authority or the Dubai Police? If they check the camera which caught the violations, the authorities can clearly see that it was not me who was driving. Please help.

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"As per the regulations, the car rental company needs to collect the copy of passport, visa copy, copy of the UAE entry stamp on the passport and a valid international licence of a tourist to rent a car to him in the UAE."



Pursuant to your queries, you should not have given the details or copy of your Emirates ID and driver's licence to the car rental company. As per the regulations, the car rental company needs to collect the copy of passport, visa copy, copy of the UAE entry stamp on the passport and a valid international licence of a tourist to rent a car out to him in the UAE. Here, you are made the primary driver and your friend the additional driver. It is suggested that you contact the Roads and Transport Authority and explain your viewpoint to them so that they may review your case and decide accordingly.

What to do if you haven't received your wages

I have been working as a structural engineer with an engineering consultant office in Umm Al Quwain for the last one year. I haven't received my salary for the past four months. My salary account is with a money exchange outlet. Four months ago, my employer transferred my salary to the account. After it was credited, the employer told me he would give me the money after 10 days. However, I still haven't received that amount

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"If the employer has failed to meet contractual or legal obligations to the employee (as in, but not limited to, the non-payment of wages for a period exceeding 60 days), an employee can terminate his employment contract."



or the salaries for the next three months. My employer has just given me a cheque without a date on it. He told me that I can encash the cheque when the payment comes through. I have asked him many times about the payment, but he has only requested me to wait. Should I just quit this job? If I do, what happens to the salaries that are due to me?

Pursuant to your queries, you can terminate your employment contract with immediate effect and file a complaint with the Ministry of Human Resources and Emiratization. This is in accordance with article 2 of Minister of Labour's decree no. 765 of 2015 on rules and conditions for the termination of employment relations. It states: "An employment relation is considered to have de facto ended if any of the following instances occur:

1. It is duly established that the

employer has failed to meet contractual or legal obligations to the employee (as in, but not limited to, the non-payment of wages for a period exceeding 60 days)

2. The employee has filed a court complaint against an employer who failed to secure employment of the worker as a result of the shutting down of the employer's business. In this case, a report by Labour Inspection attesting to the fact that the business has been inactive for a period exceeding two months must be obtained and the employee must have reported to the ministry during this period.

3. A labour complaint is referred to the court by the ministry and final ruling is obtained in favour of the employee stating that the employee is entitled to no less than two months' wages or to indemnification for arbitrary firing or early termination of a fixed-term contract, or any other benefits denied to him by the employer for no lawful reason or the including the end of service benefit."

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